



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

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Documents published relating to our Equality Scheme can be found at:

<https://antrimandnewtownabbey.gov.uk/council/equality/>

Signature:

A handwritten signature in black ink, appearing to read "E Boyd", is written inside a rectangular box.

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2022 and March 2023

PART A

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2022-23, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Date	Key policy/ Service delivery development (theme & programme)	Improvement Achieved (what did we do)	Outcome Achieved (is anyone better off?)	Did this promote equality of opportunity and Good Relations?
2022/23	Equality and Diversity Working Group	Elected Member and Officer working group, meet quarterly to collectively progress the EAP and DAP improvements.	Achievements noted within this annual report.	Yes

PART A

2022/23	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Children and Young People.</p>	<p>Activity endeavoured to increase the number of participants who are more favourable towards people from different cultural traditions and backgrounds.</p> <p>Schools Engagement: Community Relations in Schools delivery of Good Relations Programmes within Primary Schools across the Borough.</p> <p>Youth Development Programme: Delivery of a Good Relations Programme for young people, focused on small group delivery, and opportunities for dialogue.</p> <p>Sports / Summer Programme: Including Good Relations content within ANBC Sports Programmes, Council Summer Schemes, and broader engagement activity across Council.</p> <p>Youth Views: Development of a Youth Voice Structure for Antrim and Newtownabbey,</p>	<p>Targeted Outcomes:</p> <p>Schools Engagement: Delivery of a Good Relations Pupil Programme in 7 primary schools across the Borough, with 206 pupils attending. Programme content uses age appropriate resources to explore key Good Relations themes linked to the Personal Development and Mutual Understanding area of the curriculum.</p> <p>Youth Development Programme: BEAT – delivery of a BEAT Summer Intervention Programme across 6 locations: Antrim, Crumlin, Rathenraw, Rathcoole, Ballyclare and Glengormley. Summer intervention ran for 8 weeks, 3 nights per week for 3 hours per night. 238 participants. Programme content included;</p> <ul style="list-style-type: none"> • Health and wellbeing workshops • Multicultural music / dance / crafts • Sports coaching • Arts and crafts <p>Sports / Summer Programme: Delivery of good relations content at mainstream Council Summer Schemes, delivered at 7 locations with 2,781 participants.</p>	Yes
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PART A

			<p>Programme content included sports coaching, games, multi-cultural arts and crafts.</p> <p>Youth Voice: Ongoing development and facilitation of Antrim and Newtownabbey Youth Voice. 18 participants recruited from across the Borough representing young people with decision makers. Delivery included a Good Relations residential where participant's explored issues such as diversity, inclusion and mutual respect.</p>	
2022/23	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Our Shared Community.</p>	<p>Activity endeavoured to increase the percentage of participants who feel likely to attend an event in an area associated with another community.</p> <p>Shared Schools Programme: Moving Forward Together (MFT): The Moving Forward Together Programme will engage with school partnerships across the Borough, to promote collaborative working between schools across sectors (Controlled, Maintained, Special, Integrated), promote Good Relations, and contribute to an increased sense of shared space.</p> <p>The Programme will build on the established Antrim and Randalstown schools partnership, providing support</p>	<p>Targeted Outcomes:</p> <p>Shared Schools Programme:</p> <p>MFT - Continued delivery of a cross sector school's partnership with 22 school partners across the Antrim and Randalstown area. Delivery includes Partnership meetings, shared learning networks, shared training opportunities and shared events.</p> <p>NEST - Continued delivery of a cross sector school's partnership with 16 school partners across the Newtownabbey area. Delivery includes Partnership meetings, shared school events, and shared learning networks. 100% of participants felt that the programme played a positive role in bringing people together. 96%</p>	Yes

PART A

		<p>to bring children and their families together to continue developing a greater sharing and understanding of peace building and Good Relations.</p> <p>The emerging Newtownabbey school's partnership will also be supported, developing the school's partnership by helping to deliver a consistent positive community relations message and ethos by working with teachers, children and parents.</p> <p>Activity will include; planned shared learning forums between schools, cross-school programmes for staff and pupils, and collaborative delivery of extracurricular activity.</p>	<p>of participants would recommend the programme to others.</p>	
2022/23	<p>District Council Good Relations Programme.</p> <p>T: BUC Theme - Our Shared Community</p>	<p>Activity endeavoured to increase the percentage of participants who feel likely to attend an event in an area associated with another community.</p> <p>Shared events: The delivery of a series of Good Relations Events to include;</p> <ul style="list-style-type: none"> • Good Relations Week • Great Glengormley Get Together • Disability Diversity event • Mini Mela in Antrim Gardens 	<p>Targeted Outcomes:</p> <p>Shared Events – Ballyclare May Fair event, content included inclusion of Chinese dragon display in fair parade, 5,000 people attending and 300 good relations promotional packs distributed.</p> <p>Grange Community Event was a one off family fun day with approximately 100 people attending. Programme activity included African drumming, inflatables, personal / community safety information, energy efficiency information and arts & crafts.</p>	Yes

PART A

		<ul style="list-style-type: none"> Shared events at V36 	<p>Brighter Nights programme provides free family fun at Lilian Bland Park, Glengormley over July and August, 8 events in total. Programme content included multicultural arts and crafts, storytelling, inflatables, demonstrations and family entertainment. Approximately 5,000 – 10,000 people in attending overall.</p> <p>Good Relations Week 2022 – Delivery of a series of workshops to promote Good relations, delivery included;</p> <ol style="list-style-type: none"> 1. Kintsugi Workshop – using the medium of the Japanese art of seeing beauty in repairing broken items to explore Japanese culture and wellbeing. 100% of participants felt that their knowledge of cultural traditions / backgrounds had increased through participating in the workshop. 87.5% felt that their attitude toward people from different religious and ethnic backgrounds had improved. 10 people in attendance. • T:BUC Trees workshop with young people – the workshop brought young people together from across the Borough to explore environmental issues and were given a tree each to take home and plant. 35 people in attendance. <p>Antrim Live Event –</p>	
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PART A

			<p>Antrim Live Event hosted entertainment and an Urban Market, where cultural diversity was showcased with performances from Artsekta. Approx. 2,000 people attended.</p> <p>Enchanted Winter Garden – Supported access to refugees and asylum seekers within the Borough to access Councils Winter Event at Antrim Castle Gardens. The programme aimed to raise awareness of diversity and inclusion, and increase participation of ethnic minorities within Council events. 7,500 visitors attended the event overall, with 144 refugees and asylum seekers supported to attend. 78.8% of participants felt that their knowledge of cultural traditions / backgrounds has increased following attendance. 94.3% of participants felt that the event played a positive role in bringing people from different backgrounds together. 93% would recommend the event to others.</p>	
2022/23	<p>District Council Good Relations Programme.</p> <p>T: BUC Theme - Our Shared Community.</p>	<p>Activity endeavoured to increase the percentage of participants who feel that their knowledge about different cultural traditions and backgrounds has increased.</p> <p>Staff Training: delivery of integration, equality and diversity training to ANBC staff to increase understanding of Good Relations issues, and ensure service delivery is inclusive to all.</p>	<p>Targeted Outcomes:</p> <p>Staff training – delivery of a good relations workshop to 16 participants, promoting communication skills, collaboration and understanding of others. 100% of participants felt the workshop played a positive role in bringing people together. 78% of participants felt that their knowledge of cultural traditions and backgrounds had increased.</p>	Yes

PART A

		Equality and Diversity Working Group: engagement with ANBC Equality and Diversity Working group to promote Good Relations and to help shape Good Relations activity.	Equality and Diversity Working Group – continued participation in a multi-Party group of Elected Members and Council Officers working to share, promote and shape equality, inclusion and diversity content across the Borough.	
2022/23	District Council Good Relations Programme. T:BUC Theme – Our Safe Community.	<p>The programme endeavoured to increase the percentage of participants who see town centers as safe and welcoming places for people from all walks of life.</p> <p>Hate Crime Awareness: Work with local groups to deliver a hate crime awareness programme to provide a local support service for victims of hate crime. To include the delivery of hate crime awareness information sessions.</p>	<p>Targeted Outcomes: Promotion of No Hate Here through displaying No Hate banners, flyers and posters at Council venues.</p> <p>Delivery of two Small World Café style events hosted by members of Belfast Friendship Club. The Workshops provide a safe space for participants to encounter people from different backgrounds and parts of the world, they are carefully managed by an experienced facilitator and offer a glimpse into real lives of people growing up in a different part of the world, a different culture or religious background, a different environment or climate living far away from family and friends, the challenges of being new to Northern Ireland and the different reasons for moving to NI. 34 participants took part. 100% of participants would recommend the programme. 100% felt that the programme played a positive role in bringing people together. 94% of participants felt that the programme increased their knowledge of cultural traditions/backgrounds.</p>	Yes

PART A

2022/23	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme – Our Safe Community.</p>	<p>Local Government Partnership on Travelers Issues: To engage with and support the Local Government Partnership on Traveller Issues, which includes; an annual membership fee, and hosting of one meeting per year of the partnership.</p> <p>The partnership consists of Elected Members and Officers from all 11 councils. More recently representatives from the Public Health Agency and local representative groups have joined the partnership.</p>	<p>Targeted Outcomes: Attendance at regional meeting to explore and address issues relating to the Travelling community.</p>	Yes
2022/23	<p>District Council Good Relations Programme.</p> <p>Our Cultural Expression</p>	<p>The programme endeavoured to increase the percentage of participants who feel that their cultural identity is respected.</p> <p>Good Relations Events: The delivery of cultural awareness activity as part of existing community, church and council based programmes that promote a greater understanding of cultural diversity at mainstream events, to include;</p> <ul style="list-style-type: none"> • Halloween events • Shared events at V36 • Christmas events 	<p>Targeted Outcomes:</p> <p>Good Relations Events – Contribution to the Inclusive Summer Scheme to provide Good Relations content. Two Inclusive Summer Schemes were delivered over 6 days, with 20 children participating. Good Relations content included arts & crafts, and African drumming sessions.</p> <p>Duke of Edinburgh Award Scheme – facilitation of a cultural awareness session through music and art to 19 young people aiming to increase their understanding of different cultures.</p>	

		<p>Irish Language/ Ulster Scots Projects: delivery of a series of events showcasing the Irish Language, and Ulster Scots Language during Ulster Scots Week and Irish Language Week.</p> <p>Cultural Heritage Programme: To deliver an engaging programme exploring life in Northern Ireland, our past, our present, who lives here and visiting some of our local historical highlights; as well as finding out about your own ancestry. ANBC Seasonal Events: Good Relations content within ANBC mainstream events to raise awareness of Good Relations, promote diversity and cultural awareness. ANBC delivers a range of programmes throughout the year that includes training, bonfire management programme, capacity building and neighbourhood renewal to promote understanding and capacity working towards establishing a prosperous and stable Borough.</p> <p>Good Relations activity will include; multi-cultural performances, Christmas Around the World</p>	<p>Spooked Out at V36 – multi-cultural performances included at mainstream Council event to increase peoples understanding of and exposure to multi-cultural music and dance. Approx. 8,000 people attended.</p> <p>Ulster Scots Leid Week: Ulster Scots Leid Week runs in the 3rd week of November 2022 across Northern Ireland with a wide variety of activity being delivered to promote awareness of the Ulster Scots Language coordinated by the Ulster Scots Agency. Antrim and Newtownabbey Borough Council as part of Leid Week hosted three Ulster Scots themed walking tours in the Newtownabbey, Ballyclare and Antrim areas with 45 people attending. 89% of participants felt that their knowledge of cultural traditions / backgrounds had increased. 100% of participants felt that the event played a positive role in bringing people together.</p> <p>Christmas Events: Development and distribution of a Christmas Around the World colouring book that showcases the variety of ways Christmas is celebrated around the world. The book aims to increase peoples understanding of others. 3,000 colouring books distributed to children within the Borough. The Christmas Around the World theme was also promoted at the Council's mainstream Christmas Light Switch On events, with approx. 12,000 attendees.</p>	
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PART A

		<p>campaign, and multi-cultural workshops.</p> <p>Activity aims to enhance the opportunities for positive cultural interaction at mainstream events.</p>	<p>Irish Language Week 2023 – is an international Irish Language Festival celebrating and promoting the Irish Language. Antrim and Newtownabbey Borough Council hosted a series of workshops to provide opportunity for people to engage with the Irish Language, these included;</p> <ul style="list-style-type: none"> • Turas Whose Language workshops x 2 • Turas Few Words workshop x 2 • Croi Eanna Introduction to Irish workshops x 2 • Croi Eanna Irish Language Park Run • Irish Sign Language Workshop • 81 participants in total <p>Terra Nova; The Trumpet and the King production – Terra Nova is a dedicated intercultural theatre company who deliver interactive intercultural theatres programmes. The Trumpet and the king is an intercultural Theatre piece featuring Henry 8th as a young man and his friendship with John Blanke a real black Tudor who was at Henry's father's court and the first black British artist that we have both a name and image of. The Trumpet and the King involved an interactive workshop and free access to the performance at the Old Courthouse Theatre. 170 Pupils participated from local secondary schools. Feedback from participants was very positive with many pupils saying that they were offered a perspective they had never considered, and teachers</p>	
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PART A

			stating that the combination of performance and follow up activities made for a unique and effective mix in helping pupils understand why diversity, communication, empathy and tolerance are all valuable concepts.	
2022/23	District Council Good Relations Programme. T: BUC Theme - Our Cultural Expression.	The programme endeavours to increase the percentage of participants who feel that their knowledge and understanding of different cultural traditions and backgrounds has increased.	<p>Dialogue Programme – Delivery of a community based dialogue programme within the Rathfern area, delivered by Rathfern Community Regeneration Group. The programme was delivered to two groups over 6 weeks with 20 participants, and programme content included;</p> <ul style="list-style-type: none"> • Cultural identity • Expressions of identity and perceptions around this • Exploration of cultural expression • Alternative ways to express identity <p>100% of participants felt that the programme increased their confidence and skills. 100% felt that they were treated well during the programme. 100% demonstrated a positive change in behaviour towards attending events associated with another community.</p>	
2022/23	District Council Good Relations Programme. T: BUC Theme - Our Cultural Expression.	<p>The programme endeavours to increase the percentage of participants who feel a sense of belonging to their neighbourhood.</p> <p>ESOL Provision: Provide support to ESOL classes in partnership with</p>	<p>ESOL Classes in Antrim for Syrian families following on from the VPRS scheme through ongoing support for ESOL delivery at Stiles Community Centre. Approx. 40 participants per week from September 2022 – December 2022.</p> <p>New Comer Engagement:</p>	

PART A

		<p>Belfast Met for VPRS participants in Antrim, Newtownabbey and Crumlin.</p> <p>New Comer Engagement: Supporting the integration of vulnerable refugees, and newcomers from a minority ethnic community. Providing space for VPRS Participants to practice within their religious faith.</p>	<p>Multi-cultural Women's Group - Supporting the ongoing delivery of the 'Women's Group' integrating women accessing ESOL classes and women at Oasis Women's group, partnership delivery with Apex Housing. The group aims to promote, support and facilitate meaningful engagement between the two groups of women creating an environment of exchange and dialogue, and supporting genuine interaction. 12 participants over 27 two hour sessions.</p> <p>Volunteer Pilot – Development of a volunteer programme to support asylum seekers access volunteer opportunities with a view to supporting integration, build connections and address issues around isolation and promote wellbeing. 10 volunteer hours completed by 3 individuals.</p>	
2022/23	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Our Cultural Expression.</p>	<p>The programme endeavours to increase the percentage of participants who feel a sense of belonging to their neighbourhood.</p> <p>Historical commemorations: the delivery of events to commemorate key historical moments, to include; Holocaust Memorial, and Queens Platinum Jubilee.</p>	<p>Queens Platinum Jubilee – Beacon Lighting; To officially launch the Platinum Jubilee celebrations, beacon lighting ceremonies took place on Thursday 2 June at prime locations across all seven Council District Electoral Areas (DEAs) with approx. 700-1,400 attendees. Beacon Lighting 2nd June 2022 at the following locations;</p> <ul style="list-style-type: none"> • Mossley Mill • Antrim Castle Gardens • Ballyclare Town Hall 	

PART A

			<ul style="list-style-type: none"> • Randalstown Viaduct • Loanends Primary School • Lillian Bland Community Park • Hazelbank Park <p>Platinum Party in the Park 4th June 2022; The highlight of the Platinum Jubilee Weekend was the star studded Platinum Party at the Palace. The Platinum Party at the Palace brought together the world's biggest entertainers to perform for Her Majesty at Buckingham Palace.</p> <p>Hosts Claire McCollum (Antrim Castle Gardens) and Stuart Robinson (Jordanstown Loughshore Park) lead an evening of free entertainment the highlight of which will be live screening of the Party at The Palace. Local stand-up comedians Shane Todd (Jordanstown Loughshore Park) and Micky Bartlett (Antrim Castle Gardens) brought their own local humour to the event and music acts Rwanda Shaw (Antrim Castle Gardens) and James Huish (Jordanstown Loughshore Park) had the audience dancing ahead of the main event in London beamed live to the Parks. Approx. 6,000 people in attendance.</p> <p>The Big Lunch 5th June 2022; To conclude a weekend of celebratory events to celebrate Her Majesty the Queen's Platinum Jubilee, 7,000 attendees. A special Thank You Lunch took place in parks and open spaces</p>	
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PART A

			<p>across the Borough with one venue per DEA hosting the BIGGEST EVER LUNCH from 1pm-3pm, at the following locations;</p> <ul style="list-style-type: none"> • The Gateway • Neilsbrook Park Randalstown • Wallace Park Templepatrick • Lillian Bland Community Park Glengormley • Jordanstown Lough Shore Park • Hazelbank Park • Threemilewater Park Ballyclare <p>Holocaust Memorial Day Event - As part of the Councils programme and commitment to remembering the Holocaust, a special evening of Remembrance was held at Monkstown Jubilee Centre, on Sunday 22 January 2023, 50 attendees. The Mayor of Antrim and Newtownabbey, Alderman Steven Ross led tributes in remembering the six million Jews murdered during the Holocaust and those who lost their lives in more recent genocides in Cambodia, Rwanda, Bosnia and Darfur. Attendees heard from guest speaker Mr. Oliver Sears founder of Holocaust Awareness Ireland who gave a presentation on 'Second Generation Reflection: The Objects of Love'.</p> <p>Following the speeches, Elected Members led a procession which included Her Majesty's Deputy- Lieutenant Professor Mark Taylor, Consul General of the Republic of Poland in Belfast Mr. Mariusz Stus, US Consul General Mr.</p>	
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PART A

			<p>Paul Narain and Mr. Oliver Sears to the Holocaust memorial site where a number of wreaths were laid.</p> <p>Holocaust Memorial Programme – As part of the Holocaust Memorial activity a pilot programme was delivered that included a series of learning workshops, followed by an overseas visit to Krakow, Poland. The programme was delivered by Impact Network NI on behalf of Antrim and Newtownabbey Borough Council's District Council Good Relations Programme.</p> <p>The programme aimed to promote an understanding of the impact of hate, division and inequality through the exploration of the Holocaust and other genocides, working to address issues around sectarianism and racism. The proposal is enclosed for Members consideration.</p> <p>Participation was sought from Elected Members and Community representatives from across the Council, alongside two Council Officers.</p> <p>This project will have two elements:</p> <ul style="list-style-type: none"> • Facilitated workshops for participants • Visit to the former Nazi concentration camp Auschwitz-Birkenau in Poland 	
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PART A

			<p>This project aimed to address issues around sectarianism and racism. 15 participants took part in the programme.</p> <p>100% of participants are likely to recommend the programme to family and friends. 100% of participants felt that the programme increased their confidence. 100% of participants felt that the programme increased their skills. 100% of participants felt that they were treated well during the programme. 93% of participants demonstrated an increase in knowledge about different cultural traditions. 80% of participants demonstrated an improved attitude towards people from a different religious background. 73% of participants demonstrated an improved attitude towards people from a different ethnic background.</p> <p>Carson and the Lady Event: Supporting a range of community volunteers to access the Carson and the Lady play at the Lyric. 'Carson and The Lady' reveals the story of trailblazing socialite Lady Massereene. High society, politics, drama and tragedy in the fight against home rule feature in a Theatre at the Mill production of 'Carson and the Lady' which was staged at the Lyric Theatre Wed 3 – Sun 7 Aug, and on Wed 24 Aug as part of the Open House Festival. Based on real-life events between 1914-21, 'Carson and the Lady'</p>	
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PART A

			<p>centres on trailblazing and daring Irish society woman Lady Jean Massereene.</p> <p>'Carson and the Lady' written by Michael Cameron, writer of the award-winning play 'Ruby!', is directed by Colm G. Doran, inspired by the writing of historical biographer Lyndsey Spence and features an acclaimed cast of local actors.</p> <p>'Carson and the Lady' is set in the stately home of Lord and Lady Massereene in Antrim Castle Gardens in the years prior to and beyond the creation of Northern Ireland in May 1921. The play follows the story of these historical characters as their lives and fortunes intertwine against the backdrop of some of the most remarkable political and social developments in a momentous and turbulent period of British and Irish history. 42 attendees.</p> <p>66.67% of participants felt that their knowledge of cultural traditions / backgrounds had increased.</p> <p>96.3% of participants felt that this event had played a positive role in bringing people from different backgrounds together.</p> <p>100% of participants would recommend this event or a similar one to family/friends.</p>	
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PART A

2022/23	District Council Good Relations Programme.	Good Relations Grant Aid Programme, T:BUC Key Priority and Outcome identified by applicant, with balance across the outcomes ensured by GRO's through an even budget allocation to Priorities.	Good Relations Grant Aid Programme – 14 Good Relations Grants were awarded to constituted community grants for delivery of a variety of Good Relations Programmes, Total amount of Grants awarded £31,095.46. A total of 1,931 participants took part in the grant aid programmes.	
2022/23	Funding for the Borough Special Schools to facilitate Summer Schemes	Funding has been offered to the 5 Special Schools within the Borough to run summer schemes at their schools. Funding is up to £5000 per school.	Ensuring greater accessibility for all. We received submissions from 4 of the 5 Special Schools in the Borough and funding was allocated to all 4 of them.	Yes
2022/23	Inclusive Summer Schemes	Inclusive Summer Schemes at the: <ul style="list-style-type: none"> - Valley Leisure Centre, 1 Week - Antrim Forum, 1 Week Up to 20 children per scheme, all children have complex disabilities or medical needs which require personal care such as toileting, feeding and medical requirements. Scheme run in partnership with the Mae Murray Foundation.	Ensuring greater accessibility and promoting inclusion and participation of children with more complex disabilities and or medical needs.	Yes
2022/23	Website, Alternative formats, Council Literature Provision	Ensuring that we provide Council communications in formats accessible to everyone.	Ensuring greater accessibility for all.	Yes

PART A

		<p>This includes:</p> <ul style="list-style-type: none"> - Reach Desk (formerly Browsealoud) and Text help services - Opportunity for any Council publication to be provided in alternative formats/ language upon request - Borough Life provided in alternative formats such as braille, daisy, large print and audio - Language line rolled out to all Council Facilities and services. - Google Translate Language selection available - Website intelligent user experiences to tailor information to a range of different Section 75 categories to meet the needs of all of our Customers. Now includes dedicated accessibility section - Evaluation of accessibility of Councils corporate website carried out and recommendations implemented 		
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PART A

2022/23	Disability Sport NI Programme, Hubs and Inclusive Sport Equipment and Bikes	Providing accessible sports equipment such as bikes, sports wheelchairs and tandem bikes. Other items include accessible games such as archery and boccia	Ensuring greater accessibility for all and promoting inclusion and participation of those with and without disability enjoying sport and leisure together.	Yes
2022/23	New Changing Places provision and Accessible Car Parking	Upgrades to accessible toilet/ changing provision at Council facilities with the introduction of a new Changing Places and further accessible car parking: - Sovereign Complex (formerly Rathfern Community Centre), £40,000	Ensuring greater accessibility for all.	Yes
2022/23	Council signed up to the following Charters: <ul style="list-style-type: none"> • White Ribbon • BDA BSL & ISL Deaf Charter 	To pledge our support as a Council we have signed the White Ribbon NI Charter which stands to protect women from acts of violence. We have also signed the British Deaf Association Deaf Charter, this sets out our commitment to become a Deaf Friendly Council.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes
2022/23	Inclusive Council Events <ul style="list-style-type: none"> • Summer Events • Halloween Events • Christmas Events 	Sign Language provision, Signed performances, AccessoLoo (Inclusive toilet provision) and event accessibility.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

PART A

	<ul style="list-style-type: none"> • Christmas Theatre Shows • Irish Language Event • International Woman's Day Event • Inclusive Enchanted Winter Garden 			
2022/23	Planned and hosted Riverside Special Education Needs School Formal at the Old Courthouse Antrim	Riverside Special Educational Needs School reached out and requested a Council venue and support to host a School Formal.	Ensuring greater accessibility and promoting inclusion and participation of children with more complex disabilities and or medical needs.	Yes
2022/23	Sign Language Week	<p>To celebrate the deaf community and raise awareness a week of events were delivered for the Sign Language Week. These included:</p> <ul style="list-style-type: none"> • A Mayoral Signed social media video • A "Signs of Springtime" Signed Tour X2 • A Park Ranger le Historical Signed Tour X2 	Ensuring greater accessibility for all and promoting inclusion and participation of the deaf community.	Yes

PART A

		<ul style="list-style-type: none"> • Staff and Elected Member Sign Language and Deaf Awareness Training (BSL & ISL) x2 • Community Sign Language and Deaf Awareness Training (BSL & ISL) x2 • Jordanstown Special School Pupils celebration social media video • Basic Sign Language social media video by Mr John Carberry 		
2022/23	Autism Acceptance Week 2023	<p>To celebrate autistic individuals in the community and raise awareness there were a number of activities these included :</p> <ul style="list-style-type: none"> • Mayoral, Community Video to launch the week for social media • Sensory Tours at Antrim Castle Gardens x 2 • Sensory Mini Beasts Hunt at Sentry Hill (included Sensory Play, Arts and Crafts, refreshments and light bites) • Carers Coffee Morning launched (every Thursday from 30 March 2023 at Lilian Bland Pavilion and Stiles Community Centre) 	Ensuring greater accessibility for all and promoting inclusion and participation of autistic individuals in the community.	

PART A

		<ul style="list-style-type: none"> • Social media posts highlighting: <ul style="list-style-type: none"> - Quiet times in our Leisure Centres - Sensory gardens and play parks - Inclusive Summer Schemes and mainstream adjustments - Council support and commitments - Staff Training – JAM Card and reaccreditation of Autism Impact - Internal communications 		
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PART A

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (or *append the plan with progress/examples identified*).

Action Point		Responsibility	Progress
1. Staff Training (All Section 75 Categories)			
1.1	Deliver Training Ongoing for staff and members	HR Customer Accessibility Officer	ONGOING ACTION Screening training will be arranged as required on an ad-hoc basis.
1.2	Deliver Good Relations (GR) information in Corporate induction training	HR Good Relations Officers	COMPLETED ACTION
2. Ensure all new and revised policies are screened (All Section 75 categories)			
2.1	Requirement to screen all policies (Bi-annual reminders)	Directors Heads of Service Customer Accessibility Officer	ONGOING ACTION Reminders are sent to all Directors/ Heads of Service Bi-Annually. Monthly Committee minutes, Council items are checked to ensure all relevant items are being screened.
2.2	Policy Screening reported to Committees. Summary to P&G (Quarterly)	Customer Accessibility Officer	COMPLETED ACTION

PART A

2.3 Equality duties to be included in all revised job descriptions	HR	COMPLETED ACTION
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3. Collate relevant monitoring information (All Section 75 categories)		
3.1 Each service to consider data required to identify gaps in service provision	All services	ONGOING ACTION Council consultation includes seeking feedback from all section 75 categories.
3.2 Re-surveying staff to include all section 75 categories	HR Customer Accessibility Officer	ONGOING ACTION Section 75 survey has been designed, HR to progress.
4. All residents may not have equal access to information on services, courses and events (All Section 75 categories)		
4.1 Review advertising arrangements to ensure appropriate distribution/ communication of relevant service information. Also issue specific publications e.g. for people with disabilities and ethnic groups	Media and Marketing Customer Accessibility Officer	COMPLETED ACTION

PART A

4.2 Develop the website to ensure it is accessible to people with disabilities and those who do not have English as their first language	Digital Marketing Manager Customer Accessibility Officer	ONGOING ACTION Work is ongoing with: <ul style="list-style-type: none"> • Texthelp Services i.e. Reachdesk • Language line has been rolled out to all Council facilities and services Website accessibility standards to be reviewed to ensure improvements are made in line with the Public Sector Bodies (websites and mobile applications) (No.2) Accessibility Regulations 2018.
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4.3 Ensure that alternative methods are readily available for all online services	All services Customer Accessibility Officer	COMPLETED ACTION
4.4 Use Pictorial information as much as possible and provide text in range of languages when necessary	All services Customer Accessibility Officer	COMPLETED ACTION
4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally	Head of Communications and Customer Services	COMPLETED ACTION

PART A

5. Lack of knowledge around different cultures		
5.1 Roll out of the GR action plan to address issues identified by the GR audit	Good Relations Officers Diversity Champions	ONGOING ACTION An application has been submitted to The Executive Office and action plan developed for 2022/23 to continue this programme of work.

6. Establish any issue with minority ethnic groups regarding access to services		
6.1 Work with Belfast based minority ethnic groups to identify groups/ individuals based in Antrim and Newtownabbey	Good Relations Officers Diversity Champion Elected Members	ONGOING ACTION Work is continuing with overarching agencies in the absence of Belfast based groups. Supporting the Peace IV Programme to deliver an outreach project around diversity in the Borough.
6.2 Seek assistance from local community to identify minority ethnic groups present in the area	Good Relations Officers Diversity Champion Elected Members	ONGOING ACTION Work continues with service providers including the Department for Communities (DfC) and Belfast Met to provide English classes for newcomers to the area.

PART A

6.3 Continuing support through annual good relations action plan for programme of activities to support the development of positive community and race relations including information/ events around different religions and faith groups	Good Relations Officers	COMPLETED ACTION
7. Under representation of disabled people in workforce (disability)		
7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post	HR	COMPLETED ACTION
8. Accessibility to Council Services (Age, disability)		
8.1 Reserve space at events for disabled people and the provision of 'Sign Language'	Customer Accessibility Officer	COMPLETED ACTION

PART A

9. Work experience/ work placements (Age, disability)		
9.1 Improve the framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes	HR	COMPLETED ACTION
10. Lack of activities for older young people which can lead to anti-social behaviour (Age)		
10.1 Create shared space at various council locations including: Skateboard Park at V36, 3G pitch at Antrim Grammar/ Parkhall and develop Crumlin Glen as a community asset	Good Relations Officers, Project Development, Sport & Physical Activity Manager, Peace IV Co-Ordinator, Arts and Culture.	COMPLETED ACTION
11. Older People (50+) all categorised as one group		
11.1 Survey 50+ group to identify what would be of interest to the newly categorised age groups	Sport & Physical Activity Manager Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer	COMPLETED ACTION

PART A

11.2	Formulate a series of programmes and activities based on the survey results and signpost where applicable to existing programmes	Sport & Physical Activity Manager Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer	COMPLETED ACTION
12. Concessions may be applied inconsistently (age, disability, carers)			
12.1	Review concession rates across service areas in the new Council – overarching policy to be agreed. Agree what circumstances will attract a concession and what evidence is required	Arts and Culture Leisure Community Development	COMPLETED ACTION
13. Lack of support for LGBT people in the area (Sexual orientation and gender)			
13.1	Training for staff and elected members	HR Customer Accessibility Officer	TO COMMENCE
14. Antrim Forum Fitness Suite has individual showers for females and not for males (Gender)			
14.1	Incorporate capital provision into maintenance and replacement schedule	Leisure Property services	COMPLETED ACTION

PART A

15. Difficulty for people with disabilities in accessing council services		
15.1 Work with partners to ensure access to summer scheme provision for children with disabilities across the Borough	Community Services Customer Accessibility Officer Sport & Physical Activity Manager Leisure Health and Safety Officer	COMPLETED ACTION
15.2 Deliver Disability Action Plan	Customer Accessibility Officer Officers as per DAP	COMPLETED ACTION The DAP is implemented and reviewed on an ongoing basis.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? *(tick one box only)*

☐ Yes ☒ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

☐ As a result of the organisation's screening of a policy *(please give details):*

☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*

☐ As a result of analysis from monitoring the impact *(please give details):*

☐ As a result of changes to access to information and services *(please specify and give details):*

☐ Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
 - ☐ Yes, some departments/jobs
 - ☐ No, this is not an Equality Scheme commitment
 - ☒ No, this is scheduled for later in the Equality Scheme, or has already been done
 - ☐ Not applicable

Please provide any details and examples:

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2022-23 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
 - ☐ Yes, some departments/jobs
 - ☐ No, this is not an Equality Scheme commitment
 - ☒ No, this is scheduled for later in the Equality Scheme, or has already been done
 - ☐ Not applicable

Please provide any details and examples:

N/A

- 6 In the 2022-23 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into

PART A

corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- ☐ Yes, through the work to prepare or develop the new corporate plan
- ☐ Yes, through organisation wide annual business planning
- ☐ Yes, in some departments/jobs
- ☒ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2022-23 report
- ☐ Not applicable

Please provide any details and examples:

N/A

Equality action plans/measures

7 Within the 2022-23 reporting period, please indicate the **number** of:

Actions completed:

19

Actions ongoing:

6

Actions to commence:

1

Please provide any details and examples *(in addition to question 2)*:

See Equality Action Plan with progress detailed.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period *(points not identified in an appended plan)*:

N/A

9 In reviewing progress on the equality action plan/action measures during the 2022-23 reporting period, the following have been identified: *(tick all that apply)*

- ☒ Continuing action(s), to progress the next stage addressing the known inequality

PART A

- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

☒ All the time ☐ Sometimes ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

N/A

- 12** In the 2022-23 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☐ Face to face meetings
- ☒ Focus groups
- ☒ Written documents with the opportunity to comment in writing
- ☒ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☐ Telephone consultations
- ☐ Other *(please specify)*:

PART A

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

N/A

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2022-23 reporting period? *(tick one box only)*

☒ Yes ☐ No ☐ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

<https://antrimandnewtownabbey.gov.uk/council/equality/policy-screening/>

- 15** Please provide the **number** of policies screened during the year (as recorded in screening reports):

13

- 16** Please provide the **number of assessments** that were consulted upon during 2022-23:

1	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.

Consultations for an **EQIA** alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Corporate Performance and Improvement Plan 2023 - 24

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

☐ Yes ☒ No concerns were raised ☐ No ☐ Not applicable

Please provide any details and examples:

N/A

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2022-23 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

N/A

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2022-23 reporting period? *(tick one box only)*

☐ Yes ☒ No, already taken place
☐ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

N/A

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

N/A

- 22** Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

N/A

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

- Mental Health Awareness Training
- Section 75 Screening Training
- Safe Place Awareness
- Safeguarding Adults and Children

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

All of the above training sessions (outlined in Q.24) were rolled out within 2022/23, and provided staff and elected members with an improved knowledge skill base.

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2022-23, across all functions, has resulted in action and improvement in relation **to access to information and services**:

N/A

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2021-22?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

- 28** Please indicate when the Equality Scheme is due for review:

The draft Equality Scheme and associated action plan is currently being reviewed and updated.

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

We plan to focus on further consultation with section 75 groups to obtain a greater understanding of their needs and expectations. This will help council to make further meaningful improvements to service provision.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period?
(please tick any that apply)

- ☒ Employment
- ☒ Goods, facilities and services
- ☒ Legislative changes
- ☒ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☐ Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

11

Fully achieved

9

Partially achieved

2

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels: N/A

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	-	-	-
Regional ^{iv}	-	-	-
Local ^v	-	-	-

PART B

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Support work experience and pathways to employment opportunities for disabled people	<ul style="list-style-type: none"> •Increase the number of annual work placements we have for disabled people •Investigate the possibility of ring-fencing of suitable job roles within Council •Promote the Interview adjustments which are available and eligibility •Run community interview scenario sessions/ advice in partnership with CEDAR •Foundation to prepare those in the Borough with the confidence to apply for a job 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Bespoke marketing and media in publication format, social media specifically aimed at those with a disability (relevant external and internal information)	<ul style="list-style-type: none"> • Social media • Specialised publications • Bloggers/ Influencers with a disability • Local newspapers • Sharing on social media 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

2 (d) What action measures were achieved to '**encourage others**' to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Develop a disability positive Arts and Culture events programme by implementing:	<ul style="list-style-type: none"> • Inclusive art and craft classes and programmes for those with disabilities (including those with hidden disabilities) 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

		<ul style="list-style-type: none"> • Promoting tailored tours of arts and culture facilities for those with specific needs • Promoting the inclusive theatre programme 	
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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Equality and Diversity Working Group (Equality and Diversity themed matters)	Equality & Diversity Working Group Meetings during 2022 / 23: 24 March 2022 8 June 2022 14 September 2022 14 December 2022 22 March 2023	Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	<p>Achieve Dementia Friendly Status for Council venues and facilities by implementing:</p> <ul style="list-style-type: none"> • Staff Training establish Dementia Champions • Internal building audits to ensure Dementia Friendly • Dementia awareness and support events • Run focus groups in our community centres/ council offices • Run craft/ colouring classes for those with Dementia • Create Dementia Friendly area in some of our parks and open spaces with bright coloured flowers calming to those with Dementia colour, smells and textures are important to those with 	<p>Working with Alzheimer's Society, Dementia NI and Carers NI to establish an action plan for the Borough to achieve "Dementia Friendly Community" status.</p> <p>Scope the role of the Dementia Champion and seek nomination from Staff and Elected Members.</p> <p>This will take the form of a Council/ Community approach.</p>		Ongoing action for duration of plan

PART B

	<p>Dementia. Things like lilac, mint, lavender or pine might be good for people with sight loss too</p> <ul style="list-style-type: none"> • Designate Dementia Friendly seating near entrance/exit • Support of staff who are Carers • In partnership with PCSP run safety sessions to help promote personal safety • Promote the services Council offers such as: assisted bin lifts, energy efficient grants, home safety assessments and home heating support • Form a Dementia Choir 	<p>Training Plan will have details of the upcoming training.</p> <p>Dementia Choir being formed choir group sessions planned from 23 March 2023 and meeting every Thursday thereafter from 10:30am – 12pm.</p>		
2	<p>Maintain and Promote Autism Impact Award and JAM Card Friendly Status</p> <p>Engage with retailers and the wider business community to promote awareness and use of the JAM card and the Autism Impact Award.</p>	<p><u>JAM Card</u></p> <p>JAM Card Champion Disability Awareness Training planned for 7 March 2023 and 13 March 2023 x two sessions</p>		Ongoing action for duration of plan

PART B

		<p>(Antrim Civic Centre and Mossley Mill)</p> <p>E-Learning Training also available</p> <p><u>Autism Impact Award</u></p> <p>Re-accreditation planned for September/ October 2023</p>		
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	<p>Work towards being a Disability confident organisation</p> <p>Promote the work Council are already undertaking in relation to:</p> <ul style="list-style-type: none"> • Inclusive and accessible recruitment • Communicating vacancies • Offering an interview to disabled people • Providing reasonable adjustments 	<p>This action was impacted due to Covid-19</p> <p>Work will commence in 2022-23 in pursuit of achieving this status</p>

PART B

	<ul style="list-style-type: none">Supporting existing employees <p>To achieve Disability Confident accreditation. This will outwardly communicate Council's commitment to support the recruitment and support of disabled people and those with Mental Ill Health</p>	
2	Review Disability Action Plan for Antrim and Newtownabbey Borough Council	Not due until March 2025

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Accessibility and Inclusion Officer reviews progress of the Disability Action Plan actions with the relevant officers. Progress is regularly reported to Council.

The Council Equality and Diversity Working Group, this group comprised of Elected Members, Directors, Heads of Service and relevant Council Officers. The working group meets on a quarterly basis to progress the corporate improvements regarding equality and diversity. In addition to this, update reports are made to the relevant committees.

(b) Quantitative

PART B

The Council has received a 92% satisfaction rate for accessibility of facilities, events and service based on direct customer feedback.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No.

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A		
2	N/A		

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

No.

PART B

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action?

Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



Children enjoying the Inclusive Summer Schemes 2022



Children from Riverside School enjoying their formal



International Woman's Day Celebration 2023



Event for Holocaust Memorial Day 2023



A night of Inclusive Enchantment at the 2023 Enchanted Winter Garden